

# Edgardo Swaniawski

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## PROFESSIONAL SUMMARY

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HR Manager with a track record building high-impact solutions and improving reliability.

## WORK EXPERIENCE

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### Talent Acquisition Manager — Hamill - Feil (Nov 2017 - Jul 2023)

- Implemented a performance review program which improved engagement scores by 8 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 9%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 168 roles across EMEA/US, reducing time-to-hire by 15%.

### HR Manager — Morar LLC (May 2022 - Present)

- Led recruitment for 32 roles across EMEA/US, reducing time-to-hire by 37%.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Implemented a performance review program which improved engagement scores by 20 points.

## SKILLS

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### Talent

Employer Branding • Sourcing

### Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

### People Practices

L&D • Performance Management • Succession Planning • Employee Relations

### Compliance

GDPR • Workplace Investigations • Diversity & Inclusion

## EDUCATION

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B.A. Business Administration, Goodwin, Homenick and Jaskolski Institute (2012)